Talking Paper
HR Network Review – Higher Education Exempt Positions
5/4/04

Purpose
- Review statutory language & impact of changes
- Discuss my plans for transition from centralized approvals to decentralized application
- Identify your needs/wants during the next few months and long-term

Handout copies of bill SB04-007 Higher Education Employees Exempt from the State Personnel System

  (1)(a) – Existing (a), (b), & (c) collapsed into this paragraph with new wording on types of positions.

  (1)(d) – Added "professional staff" to the statute to mimic the 1977 guidelines.

  (1)(g) – Dropped as Dept. of Education has their own statutes that give them the same thing.

  (1)(h) – New section: Professional research staff were included in existing (c), but "grants" language added. Last part is entirely new: for the duration of their "initial appointment", "individuals". Notice this part of sentence is not limited to **professional** types of positions. Grant funded positions where funding is limited by known expiration date.

  (2)(a) – "President or person designated shall determine" -

                                        Subject to:

  (2)(b) – "Executive director of CCHE shall determine"   -   Appeal to the Board

                                            Post audit review by DPA

  (2)(c) & (d) – Report all exempt positions as of 12/31/XX each year.

Transition to new statutes

Concerns identified to date: opportunity to exempt a lot more positions; inconsistent application of new wording; employee told they will exempt her position; & _____ .

DPA/DHR desires: smooth transition; meet legislative sponsors' desire to minimize changes; provide suitable training; monitor use of guidelines to insure consistency maintained.

- Mid-June '04 – draft technical assistance to institutions for review.
- Next HR Network mtg – (tentative 7/27) schedule training on guidelines and technical assistance.
- 7/31/04 last date to request DPA/DHR review & approve exemptions.
- August 4th. effective date of institution's responsibility to approve own exemptions.
- August – DHR send all records to each HR office.
- Dec 31, 2004: first annual report due to DPA/DHR (EXCEL template sent 11/1/04)
- July 1, 2005: auditing begins.

<u>Any interest in focus group?</u>
- Specifics of DPA/DHR Technical Assistance
- Issues of consistency
- On-going training needs
- Sharing institution's internal policies

<u>Questions and answers</u>